

TRIPURA GAZETTE

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PART--I-- Orders and Notifications by the Government of Tripura,
The High Court, Government Treasury etc.

GOVERNMENT OF TRIPURA ANIMAL RESOURCES DEVELOPMENT DEPARTMENT

No.F.2(A-69)/CVS/Estt/RKN/2018/1171-1183

Dated, Agartala the 30th July 2020.

NOTIFICATION

Subject: UGC norms of pay structure as per recommendation of 6th CPC including additional incentives in the form of non-compounded increments for the faculty of College of Veterinary Sciences & A.H., R.K. Nagar, Tripura in tune with DHE's notification dated 02.02.2010 for the period up to 30.09.2017.

College of Veterinary Sciences & Animal Husbandry, R.K. Nagar, West Tripura, established in the year 2009, offers B.V.Sc. and A.H. degree course as per the guidelines of the Veterinary Council of India (VCI), New Delhi. The College is affiliated to the Tripura University (a Central University), under the administrative control of Department of Animal Resources Development, Govt. of Tripura. The College has a sanctioned faculty strength of 17 Professors, 22 Associate Professors and 45 Assistant Professors with the UGC pay scales of 6th CPC.

2. As per para 9.0 of the Schedule for clause 6.8.0 of the UGC Regulation 2010, the faculty having post graduation and Ph.D. degree are entitled to get non-compounded increments at the entry level of service as incentives. Education (Higher) Department, Government of Tripura has already extended the benefit of non-compounded increments to the teachers of the General Degree Colleges, Institute of Advance Studies in Education (IASE), Tripura Government Law College, Sachin Debbarman Memorial Government Music College and Regional College of Physical Education under the purview of UGC vide notification No. F.4 (11-4)-DHE/BGT/08(L-III) dated 02.02.2010. However, the same incentives have not been extended to the faculty of College of Veterinary Sciences & Animal Husbandry, R.K. Nagar as is being followed in other Colleges under the Department of Higher Education, Government of Tripura.

3. After careful consideration of the matters, Animal Resources Development Department under Government of Tripura has now decided to adopt the notification No. F.4 (11-4)-DHE/BGT/08(L-III) dated 02.02.2010 of Education (Higher) Department, Govt. of Tripura for the College of Veterinary Sciences & Animal Husbandry R.K Nagar Tripura with relevant modifications.

4. The revised pay structure and other provisions of scheme adopted are as under:

i) There shall be only three designations in respect of faculties in the College, namely, Assistant Professor, Associate Professor and Professor.

ii) No one shall be eligible to be appointed, promoted or designated as Associate Professor and Professor, unless he or she possesses a Ph.D. and fulfill other academic conditions, as laid down by the UGC from time to time. This shall, however, not affect those who are already designated as Professor.

iii) The pay of faculty and equivalent positions in College of Veterinary Sciences & Animal Husbandry, R.K.Nagar shall be fixed according to their designation in two Pay Bands of Rs.15,600-39,100/- and 37,400-67,000/- respectively with appropriate Academic Grade Pay. Each pay band shall have different stages of academic grade pay which shall ensure that faculty covered under the scheme, subject to other conditions of eligibility being satisfied; have multiple opportunities for upward movement during their career.

iv) National Eligibility Test (NET) (ICAR/CSIR/UGC) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemption for the Ph.D. degree holders obtaining the degree

awarded through a process of registration, course work and external evaluation, as have been/ or may be laid down by the UGC through its regulations and so adopted by the state Government.

v) The introduction of Revised Pay Scales will be subject to the terms and conditions stipulated in **ANNEXURE-I**.

vi) The pay of the faculty including Principal mentioned in para 4 (iii) shall be fixed in the revised pay in the respective fitment tables as notified by Education (Higher) Department, Govt. of Tripura on 02.02.2010 and indicated in **ANNEXURE-II**.

5. Rate of increment:

i) The rate of each annual increment in the revised pay structure shall be at the rate as notified by the Govt. of Tripura time to time in the sum total of the pay in the revised pay band and AGP as applicable for the state in the band pay and the resulting amount shall be rounded off to the next multiple of 10, whenever it arrives at Re. 1/-.

ii) The amount of increment shall be added to the existing pay in the pay band.

iii) Each advance increment wherever admissible under this notification shall also be at the rate as notified by the Govt. of Tripura time to time in the sum total of pay in the relevant pay band and the AGP as applicable and shall be non compoundable.

iv) The number of additional increment(s) on placement at each highest stage of AGP shall be as per existing scheme. Increment on promotion from lower pay scale to higher pay scale, however, in view of the considerable raise in effective pay between the two pay bands, there shall be no additional increment on movement from the pay band of Rs. Rs.15,600-39,100/- to the pay band of Rs. 37,400-67,000/-.

6. Date of increment:

i) There shall be a uniform date of annual increment and such date of annual increment shall be the first day (1st day) of July every year.

ii) Faculties of College of Veterinary Sciences & Animal Husbandry, R.K.Nagar completing six months and above in revised pay structure as on 1st day of July, shall be eligible to get one increment.

7. Age of superannuation:

Age of superannuation shall be as per notification by the Govt. of Tripura time to time.

8. Arrears:

Payment of arrears for grant of non-compounded increments up to 30th September, 2017 shall be disbursed in 10 installments extended over 2 (two) financial years.

9. Pension and retirement benefits:

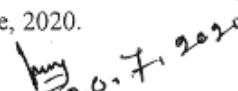
Pension and retirement benefits would be admissible for the faculty of College of Veterinary Sciences & Animal Husbandry, R. K. Nagar, Tripura as per the pension rule of State Government amended from time to time.

10. Necessary amendment to the relevant rules and regulations etc. will be made by the appropriate authority wherever called for.

11. An undertaking shall be taken from every stakeholder under this scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised pay level or grant of inappropriate pay level and / or pay cells or any other excess payment made shall be adjusted from the future payments due or otherwise to the stakeholders. A specimen of the form of undertaking is at **Annexure-III**. Form of option to elect the revised pay structure is at **Annexure-IV**.

12. **Date of effect:** The revised pay scale will be effective retrospectively w.e.f. the date of joining of faculty concerned till 30.09.2017.

13. This is issued with the concurrence of Finance Department, Government of Tripura communicated vide U.O. No. 425FIN (Estt-II)/ 19 dated 18.10.2019, U.O. No. 605FIN (Estt-II)/ 2020 dated 13.01.2020, U.O. No. 748FIN(Estt-II)/ 2020 dated 06.04.2020, U.O No. 150 ACS/ARDD dated 06.06.2020 and approval of Council of Ministers vide Memo No. F.1 (19)-GA (CAB)/2008 dated 9th June, 2020.


(Animesh Das)
Deputy Secretary to the
Govt. of Tripura

ANNEXURE-I

Terms and condition for implementation of revised pay scales under 6th CPC for the faculties of College of Veterinary Sciences & A.H., R.K. Nagar, West Tripura, Government of Tripura

1. The revised pay scale will be effective retrospectively w.e.f. the date of joining of faculty concerned till 30.09.2017.

2. Revised pay scales, service conditions and career advancement scheme for faculty of College of Veterinary Sciences & Animal Husbandry RK Nagar, Tripura.

The pay structure for the faculties in the College of Veterinary Sciences & Animal Husbandry R.K. Nagar shall be as indicated below:

a) Assistant Professor/ Associate Professor / Professor:

- i) Persons entering the teaching profession in the college shall be designated as Assistant Professor and shall be placed in the pay band of **Rs. 15,600-39,100 with AGP of Rs.6000/-**
- ii) Assistant Professor possessing **Ph.D. Degree** shall be eligible for the AGP of Rs.7000/- after completion of 4 years service as Assistant Professor.
- iii) Assistant Professor possessing **M.V.Sc Degree** shall be eligible for the AGP of Rs.7000/- after completion of 5 years service as Assistant Professor.
- iv) The upward movement of AGP of Rs 6000 to Rs. 7000/- for all Assistant Professor shall be subject to their satisfying other conditions as laid down by the UGC and as adopted by the Department of (Higher) Education, Government of Tripura.
- v) Assistant Professor completing five years of service at AGP of Rs. 7000/- shall be eligible, to move up to the AGP of Rs. 8000/-, subject to fulfillment of other requirements laid down by the UGC and as adopted by the Department of (Higher) Education, Government of Tripura.
- vi) Posts of Associate Professor shall be in the pay band as indicated in the Recruitment Rules notified and revised from time to time by the Government of Tripura for the post.
- vii) Assistant Professors completing 3 years of service in the AGP of Rs. 8000/- and possessing Ph.D. degree in the relevant subject, shall be eligible, subject to other condition, that may be prescribed by the UGC and as adopted by the Department of (Higher) Education, Government of Tripura, to move to the pay band of Rs. 37,400 to 67,000/- with a AGP of Rs. 9000/- and to be designated as Associate Professor.
- viii) Associate Professors completing 3 years of service in the AGP of Rs. 9000/- and possessing PhD degree in the relevant discipline shall be eligible to be designated as Professor, subject to other conditions of academic performances as laid down by the UGC and as adopted by the Department of (Higher) Education, Government of Tripura. The pay band for post of Professor shall be Rs. 37,400 -67,000/- with AGP of Rs. 10000/-.
- (ix) For initial direct recruitment at the level of Associate Professor and Professor, the eligibility condition in respect of academic and Research requirements shall be as per the Recruitment Rules notified and revised from time to time by the Government of Tripura.

Selection committee CAS movement:

For every upward movement under CAS, a selection committee may be constituted as applicable in case of direct recruitment and selection process would be evolved for which appropriate order would be issued by the State Government on the basis of the UGC guidelines.

Pay scale of Principal in Veterinary College:

Appointment to Principal in College of Veterinary Sciences and Animal Husbandry, R.K. Nagar shall be based on the conditions of eligibility in respect of educational qualifications and teaching / research experience laid down in the Recruitment Rules from time to time. The post of Principal shall be in the pay band of Rs. 37,400- 67,000/- with AGP of Rs 10,000/-.

Incentive for PhD / M.V.Sc and other higher qualification:

Non-compounded increment will be allowed to the faculties of C.V.Sc. & A.H., R.K.Nagar as per UGC Regulations, 2010 and as revised by UGC time to time. The non-compounded increments will be given as per the criteria mentioned below:

- i) Five non compounded advance increment shall be admissible at the entry level of recruitment as Assistant Professor to person possessing Ph.D. degree by a University in the relevant discipline following the process of registration, course work and external evaluation as prescribed by the UGC/ICAR.
- ii) M.V.Sc degree holder at the time of recruitment to the post of Assistant Professor shall be entitled to two non compounded advance increments.
- iii) Faculty who complete their Ph.D. degree while in-service with due permission shall be entitled to three additional non compounded increment, if such Ph.D. is in the relevant discipline and has been awarded by a University comply with the process prescribed by the UGC/ICAR for enrolment, course work, evaluation etc.
- iv) In respect of every other case, a faculty who is already enrolled for Ph.D at the time of joining shall avail the benefit of three non compounded increment only if the University awarding the Ph.D degree has been notified by the UGC/ICAR to have complied with the process prescribed by the commission for the award of Ph.D in respect of either course work or evaluation or both, as the case may be.
- v) Faculty in-service who have not yet enrolled for Ph.D. degree shall therefore, derive the benefit of 3 non-compound increments in award of Ph.D while in-service only if such enrollment is with a University which complies with the entire process, including that of enrollment as prescribed by the UGC/ICAR.

Other terms and conditions:

Other terms and condition of service of faculty may be notified by the State Government on the line of this order or by the order as per the Department of Animal Resources Development, Govt. of Tripura, following regulation issued / to be issued by the UGC on this behalf.

Fixation on promotion on or after 02.02.2010:

In the case of promotion from one grade pay to another in the revised pay structure, the fixation will be done as follows:

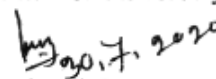
One increment equal to the rate as notified by the Govt. of Tripura time to time in the sum of the pay in the pay band and the existing grade pay will be computed and rounded off to the next multiple of 10. This will be added to the existing pay in the pay band. The grade pay corresponding to the promotion post will thereafter be granted in addition to this pay in the pay band. In cases where promotion involves changes in the pay band also, the same methodology will be followed. However, if the pay in the pay band after adding the increment is less than the minimum of higher pay band to which promotion is taking place, pay in the pay band will be stepped up to such minimum.

ii) The benefit of fixation of pay available at the time of normal promotion under this rule shall be allowed in case of movement under CAS allowed through selection process.

Provided that:

i) In case the employee opts to get his pay fixed from his date of next increment, then on the date of promotion, initially his pay in the pay band shall continue to remain unchanged, but only grade pay admissible for the post of grade to which he is promoted shall be granted. Further re-fixation shall be done on the date of his next increment that is first day of July. On that day, such an employee shall be granted two increments; one annual increment and the second on account of promotion. While computing these two increments, basic pay prior to the date of promotion and grade corresponding to such pay in the pay band shall be taken into account. After allowing such increments, grade pay of the higher post / scale shall be allowed.

ii) In case the employee opts to get his pay fixed in the higher post or grade from the date of his promotion he shall get his first increment in the higher grade on the next 1st July, if he was promoted between the periods from the 2nd July to 1st January. However, if he was promoted between periods from the 2nd January and ending on the 30th June of a particular year, he shall get his increment on the 1st July of the next year.


(Animesh Das)

Deputy Secretary to the
Govt. of Tripura

Animal Resources Development Department

ANNEXURE-II

**FITMENT TABLE FOR REVISION OF PAY STRUCTURE FOR THE FACULTY OF
COLLEGE OF VETERINARY SCIENCES & A.H., R.K.NAGAR AS PER AS NOTIFIED BY
EDUCATION (HIGHER) DEPARTMENT, GOVT. OF TRIPURA ON 02.02.2010**

TABLE-1

Incumbent Assistant Professor of College of Veterinary Sciences & A.H., R.K.Nagar

Pre-revised scale Rs.8,000-275-13,500 (Group A entry)	Revised Pay Band + AGP Rs.15,600-39,100 +AGP 6,000		
Pre revised basic pay	Revised pay		
	Pay in the pay band	Academic Grade pay	Revised Basic pay
8,000	15,600	6,000	21,600
8,275	15,600	6,000	21,600
8,550	15,910	6,000	21,910
8,825	16,420	6,000	22,420
9,100	16,930	6,000	22,930
9,375	17,440	6,000	23,440
9,650	17,950	6,000	23,950
9,925	18,470	6,000	24,470
10,200	18,980	6,000	24,980
10,475	19,490	6,000	25,490
10,750	20,000	6,000	26,000
11,025	20,510	6,000	26,510
11,300	21,020	6,000	27,020
11,575	21,530	6,000	27,530
11,850	22,050	6,000	28,050
12,125	22,560	6,000	28,560
12,400	23,070	6,000	29,070
12,675	23,580	6,000	29,580
12,950	24,090	6,000	30,090
13,225	24,600	6,000	30,600
13,500	25,110	6,000	31,110
13,775	25,630	6,000	31,630
14,050	26,140	6,000	32,140
14,325	26,650	6,000	32,650

TABLE-2

Incumbent Assistant Professor of College of Veterinary Sciences & A.H., R.K.Nagar

Pre-revised scale Rs.10,000-325-15,200	Revised Pay Band + AGP Rs.15,600-39,100 +AGP 7,000		
Pre revised basic pay	Revised pay		
	Pay in the pay band	Academic Grade pay	Revised Basic pay
10,000	18,600	7,000	25,600
10,325	19,210	7,000	26,210
10,650	19,810	7,000	26,810
10,975	20,420	7,000	27,420
11,300	21,020	7,000	28,020
11,625	21,630	7,000	28,630
11,950	22,230	7,000	29,230
12,275	22,840	7,000	29,840
12,600	23,440	7,000	30,440
12,925	24,050	7,000	31,050
13,250	24,650	7,000	31,650
13,575	25,250	7,000	32,150
13,900	25,860	7,000	32,860
14,225	26,460	7,000	33,460
14,550	27,070	7,000	34,070
14,875	27,670	7,000	34,670
15,200	28,280	7,000	35,280
15,525	28,880	7,000	35,880
15,850	29,490	7,000	36,490
16,175	30,090	7,000	37,090

TABLE-3

Incumbent Assistant Professor and Associate Professor of College of Veterinary Sciences & A.H.,
R.K.Nagar

Pre-revised scale Rs.12,000-420-18,300	Revised Pay Band + AGP Rs.15,600-39,100 +AGP 8,000		
Pre revised basic pay	Revised pay		
	Pay in the pay band	Academic Grade pay	Revised Basic pay
12,000	22,320	8,000	30,320
12,420	23,110	8,000	31,110
12,840	23,890	8,000	31,890
13,260	24,670	8,000	32,670
13,680	25,450	8,000	33,450
14,100	26,230	8,000	34,230
14,520	27,010	8,000	35,010
14,940	27,790	8,000	35,790
15,360	28,570	8,000	36,570
15,780	29,360	8,000	37,360
16,200	30,140	8,000	38,140
16,620	30,920	8,000	38,920
17,040	31,700	8,000	39,700
17,460	32,480	8,000	40,480
17,880	33,260	8,000	41,260
18,300	34,040	8,000	42,040
18,720	34,820	8,000	42,820
19,140	35,610	8,000	43,610
19,560	36,390	8,000	44,390

TABLE-4

Incumbent Associate Professor of College of Veterinary Sciences & A.H., R.K.Nagar

Pre-revised scale Rs.12,000-420-18,300	Revised Pay Band + AGP Rs.37,400-67,000 +AGP 9,000		
Pre revised basic pay	Revised pay		
	Pay in the pay band	Academic Grade pay	Revised Basic pay
13,260	37,400	9,000	46,400
13,680	37,400	9,000	46,400
14,100	37,400	9,000	46,400
14,520	37,400	9,000	46,400
14,940	38,530	9,000	47,530
15,360	38,530	9,000	47,530
15,780	39,690	9,000	48,690
16,200	39,690	9,000	48,690
16,620	40,890	9,000	49,890
17,040	40,890	9,000	49,890
17,460	42,120	9,000	51,120
17,880	42,120	9,000	51,120
18,300	43,390	9,000	52,390
18,720	43,390	9,000	52,390
19,170	44,700	9,000	53,700
19,560	44,700	9,000	53,700

TABLE-5

Incumbent Professors of College of Veterinary Sciences & A.H., R.K.Nagar

Pre-revised scale Rs.16,400-450-20,900- 500-22,400	Revised Pay Band + AGP Rs.37,400-67,000 +AGP 10,000		
Pre revised basic pay	Revised pay		
	Pay in the pay band	Academic Grade pay	Revised Basic pay
16,400	40,890	10,000	50,890
16,850	40,890	10,000	50,890
17,300	42,120	10,000	52,120
17,750	42,120	10,000	52,120
18,200	43,390	10,000	53,390
18,650	43,390	10,000	53,390
19,100	44,700	10,000	54,700
19,550	44,700	10,000	54,700
20,000	46,050	10,000	56,050
20,450	46,050	10,000	56,050
20,900	47,440	10,000	57,440
21,400	47,440	10,000	57,400
21,900	48,870	10,000	58,870
22,400	48,870	10,000	58,870
22,900	50,340	10,000	60,340
23,400	50,340	10,000	60,340
23,900	51,860	10,000	61,860

TABLE-6

Incumbent Principal of College of Veterinary Sciences & A.H., R.K.Nagar

Pre-revised scale Rs.12,000-420-18,300 (Minimum to be fixed at 12,840)	Revised Pay Band + AGP Rs.37,400-67,000 +AGP 10,000		
Pre revised basic pay	Revised pay		
	Pay in the pay band	Academic Grade pay	Revised Basic pay
12,840	37,400	10,000	47,400
13,260	37,400	10,000	47,400
13,680	37,400	10,000	47,400
14,100	37,400	10,000	47,400
14,520	37,400	10,000	47,400
14,940	38,530	10,000	48,530
15,360	38,530	10,000	48,530
15,780	39,690	10,000	49,690
16,200	39,690	10,000	49,690
16,620	40,890	10,000	50,890
17,040	40,890	10,000	50,890
17,460	42,120	10,000	52,120
17,880	42,120	10,000	52,120
18,300	43,390	10,000	53,390
18,720	43,390	10,000	53,390
19,140	44,700	10,000	54,700
19,560	44,400	10,000	54,700

Government of Tripura
Department of Animal Resources Development

UNDERTAKING

I hereby undertake that any excess payment that may be found to have been made as a result of incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future salary/ payments due to me or otherwise without raising any objection to it.

Signature:

Name:

Designation:

Station:

Date:

Government of Tripura
Department of Animal Resources Development

FORM OF OPTION

*(1) I _____ hereby elect the revised pay structure with effect from 02.02.2010.

*(2) I _____ hereby elect to continue on the existing scale of pay of my substantive/ officiating post mentioned below until:

* the date of my next increment

the date of my subsequent increment

raising my pay to Rs.

I vacate or cease to draw pay in the existing scale.

The date of my promotion to _____

Existing scale _____

Signature _____

Name _____

Designation _____

Office in which employed _____

Date:

Station:

*To be scored out, if not applicable.